



Foreign Affairs Manual

3 FAM – Personnel

Change Transmittal: PER-632

Date: December 30, 2010

3 FAM 2130 REEMPLOYMENT UNDER SECTION 308 OF THE FOREIGN SERVICE ACT

Changes

1. **3 FAM 2130, Reemployment under Section 308 of the Foreign Service Act:**

- **Subchapter:** Some minor edits have been made; and

3 FAM 2131, General Policy: Pursuant to authority delegated under section 308(b) of the Foreign Service Act of 1980, as amended, the Director of the Office of Recruitment, Examination and Employment in the Bureau of Human Resources, oversees the reappointment of former career members of the Foreign Service whenever reappointment meets the needs of the Foreign Service. All reappointments will be counted as regular hires against the appropriate generalist or specialist skill group hiring targets in the Foreign Service hiring plan. No candidate will be considered who has previously been separated from the Foreign Service under sections 607 (Retirement for Expiration of Time-in-Class), 608 (Retirement Based on Relative Performance), 610 (Separation for Cause), or 612 (Termination of Limited Appointment) of the Foreign Service Act of 1980, as amended. Candidates must accept the State Department's policy on worldwide availability for Foreign Service generalist and specialist officers. Candidates must accept a directed first assignment upon reappointment; candidates who decline a directed assignment will have their application terminated and will not be eligible to apply again for reappointment. There must be an existing Service need for generalists or specialists in the career track or specialty and for which the candidate applies. In the absence of substantial additional skills or experience relevant to

the Foreign Service career track or specialty of the applicant, which has been acquired after separation, such reappointment will be at the class and in the career track/specialty of the former member at the time he or she separated from the Foreign Service. Candidates for reappointment will be held to the same professional requirements as new candidates for Foreign Service positions. Therefore, prior experience cannot be substituted for minimum professional requirements; for example, if a degree or certification is required for a specific specialty. Because recent familiarity with the Foreign Service is a valuable asset that distinguishes former members from new hires, candidates for reappointment may be considered if they have left the Service not longer than 5 years prior to the date on their reappointment request. Because familiarity with the Department of State is also an asset in Foreign Service employees, candidates for reappointment who have been serving in the Department in a Civil Service capacity may be considered for an additional 3 years beyond the 5-year window, if their reappointment would advance the needs of the Service.

2. **Change Transmittal** has replaced the term, Transmittal Letter. Change transmittal was selected as being more appropriate in this age of electronic information transmission. The FAM volume's transmittal acronym and numerical series remains in place.
3. Revisions appear in *italic dark magenta*. Other than formal titles, the italic dark magenta will be removed the next time the material is updated. Only current changes will appear in italic dark magenta. Italic dark magenta provides a historical record of changes. New or substantially revised subchapters will not appear in italic dark magenta.
4. Officers are reminded that Department-issued materials not codified in the Foreign Affairs Manual or its supplemental Foreign Affairs Handbook series generally have no regulatory validity (see 2 FAM 1115.2).

Filing Instructions for Paper Copies

1. Remove and discard old subchapter 3 FAM 2130 (TL:PER-533, 05-04-2005; 3 pages) and replace it with revised subchapter 3 FAM 2130 (4 pages).
2. After inserting the material in the binder, insert this change transmittal immediately following the CT (formerly TL) checklist, then fill in the entry line for CT:PER-632, and initial.

Distribution Notice

1. The Foreign Affairs Manual and Handbooks (unclassified) official version can be found on the State Department's Intranet site.
2. All posts and offices keeping paper versions of the Foreign Affairs Manual are responsible for maintaining the FAM on a current basis (see 2 FAM 1116.5).
3. Use **KFAM** and **AINF** TAGS on **all** communications on FAM/FAH issues; direct questions concerning issuance, validity, and updating to A/GIS/DIR. Direct questions concerning substance and interpretations to the office indicated at the end of this change transmittal.

(HR/REE)